

THE UNIVERSITY OF SOUTH CAROLINA
Regional Campuses Faculty Senate
USC Sumter

Friday, January 25, 2002

Coffee..... 9:30 - 10:00 AM
Upstairs Gallery, Administration Building

Morning Session10:00 - 10:30 AM
Room 211, Reynolds Gallery, Administration Building

Welcome

Guest SpeakerHonorable Phil Leventis
South Carolina Senate

Standing Committees10:30 - 12:30 PM

I. Rights and Responsibilities
Room 109, Anderson Library

II. Welfare
Room 120, Round Conference Room, Schwartz Building

III. System Affairs
Room 105C, Nettles Building

Special Committees

I. Nominating Committee12:30 - 1:30 PM
Nettles Building Lobby (Will meet during lunch)

Executive Committee
Room 201, Bultman Conference Room, Administration Building

Deans Meeting
Room 206C, Dean's Office, Administration Building

Luncheon.....12:30 - 1:30 PM
Nettles Building Lobby

Afternoon Session..... 1:30 - 4:00 PM
Room 127, Schwartz Building

AGENDA

- I. Call To Order
- II. Correction/Approval of Minutes: September 21, 2001
USC Columbia
- III. Reports from University Officers
 - A. Dr. Chris P. Plyler, Vice Provost and Executive Dean
 - B. Dr. Carolyn A. West, Associate Vice Provost
 - C. Regional Campus Deans
 - D. Dr. Sally Boyd, Assistant Vice Provost for Continuing Education Academic Credit Programs
- IV. Reports from Standing Committees
 - A. Rights and Responsibilities - Professor Ron Cox
 - B. Welfare - Professor Roberto Refinetti
 - C. System Affairs - Professor Chris Borycki
- V. Executive Committee - Professor John Logue
- VI. Reports from Special Committees
 - A. Committee on Libraries - Professor David Bowden
 - B. Committee on Curricula and Courses - Professor Chris Borycki
 - C. Committee on Faculty Welfare - Professor Linda Allman
 - D. Faculty-Board of Trustees Liaison Committee – Professor Ellen Chamberlain
 - E. Research and Productive Scholarship Committee - Professor Todd Scarlett
 - F. Other Committees
 - 1. Conflict of Interest Committee - Professor Bette Levine
 - 2. Nominating Committee – Professor Roy Darby
 - 3. Regional Campuses Academic Advisory Council – Professor Wayne Chilcote
- VII. Unfinished Business
- VIII. New Business
- IX. Announcements
- X. Adjournment

THE UNIVERSITY OF SOUTH CAROLINA
Regional Campuses Faculty Senate
USC Sumter

Friday, January 25, 2002

Coffee..... 9:30 - 10:00 AM
Upstairs Gallery, Administration Building

Morning Session10:00 - 10:30 AM
Room 211, Reynolds Gallery, Administration Building

Welcome

Guest SpeakerHonorable Phil Leventis
South Carolina Senate

Standing Committees10:30 - 12:30 PM

I. Rights and Responsibilities
Room 109, Anderson Library

II. Welfare
Room 120, Round Conference Room, Schwartz Building

III. System Affairs
Room 105C, Nettles Building

Special Committees

I. Nominating Committee12:30 - 1:30 PM
Nettles Building Lobby (Will meet during lunch)

Executive Committee
Room 201, Bultman Conference Room, Administration Building

Deans Meeting
Room 206C, Dean's Office, Administration Building

Luncheon.....12:30 - 1:30 PM
Nettles Building Lobby

Afternoon Session..... 1:30 - 4:00 PM
Room 127, Schwartz Building

Minutes of the Regional Campuses Faculty Senate USC Sumter

January 25, 2002

Morning Session: (Reynolds Gallery, Administration Building)

I. The Chair, Wayne Chilcote convened the Regional Campuses Faculty Senate at USC Sumter at 10:10 AM and welcomed senators. He then introduced USC Associate Dean of Academic Affairs, Anthony Coyne for opening remarks and to introduce the speaker.

II. Address by South Carolina State Senator the Honorable Phil Leventis:

It is a pleasure to welcome you all to Sumter this morning. I feel as if I am doing double duty, sort of like the Mayor would do. In that regards it reminds me of a story about a fellow who walks into a bar and he is all by himself except for the bartender. He sits down and as he's having a drink he hears this little voice say "nice tie." He doesn't want to acknowledge it but he looks around and sees no one. A moment later the voice says, "You've lost some weight haven't you?" Now he's really perplexed so he turns to the bartender and says what in the world is going on? The bartender says don't mind that, it's the peanuts they're complimentary. So as to my function to welcome you to Sumter, we are pleased to have you here and we are very proud of the University of South Carolina at Sumter.

Dean Carpenter asked me to talk with you a little today about budgetary process and where the universities, especially our regional campuses might stand. First of all I need to tell you that if I seem a little apprehensive, my tour at the university I went to was one that was marked by many days of wondering if someone would call on me a homework assignment which I had not completely accomplished which may be a euphemism for didn't do anything. And now I am before all of you who are empowered through the educational backgrounds and the intellect you have to ask me if my homework was done and unfortunately it may still be lacking. I think the subject today is very timely and significant. I have said for many years my observation about the budgetary process about state government is simply as follows. We have no foreign policy, we have no defense policy, so the way we spend money is our policy; regardless of what we say; regardless of the flowery intonements about education as top priority, etc, etc. Having said that, I want to caution you to not listen to what you hear from Columbia but to look at the budget. I will talk about that process now. The governor's budget is a maintenance budget, a bridge budget and an obviously very, very difficult budget year. It has been criticized by some as smoke and mirrors, using tricks, and borrowing from places from which we should not borrow. I disagree with that. The budget that the governor has put forth in terms of higher education is designed to hold higher education harmless, to have no cuts, to simply try to annualize those things that previously were funded with one time monies and to try to exempt, as much as possible, the university system from mid-year cuts that may come next year. There is some suggestion in the governor's budget for the issuing of bonds for projects that are ongoing for the Regional Campuses but what will come out in June from the legislature certainly remains to be seen because the leading financial folks in the legislature, the Chairman of the Ways and Means in the House and the Finance Committee in the Senate seem committed to the notion that we have to cut.

They feel we have to take away from programs and projects. We cannot consider any management tools to address the times in which we find ourselves. I disagree with that. We are coming off of an extremely difficult situation where in November of last year there was a 4% budget cut. That was in the face of a 4 1/2 % shortfall so what about the other 1/2 %? Or, what about any hammer that is about to fall upon us? As late as this morning in talking with the governor's staff, they say that they believe the additional 1/2% cut probably will come but they hope it will be no more than that. They are fairly confident it will be no more than that. The chief economic advisor, Dr. Gillespie, says he believes that things are turning up. And other members of the BEA seem to disagree. So where does that leave us? I will give you my best insight into the economy which should translate into our budget at some point in time. We like to think, in Sumter, that our economic canary is a gentleman named Chuck Fienning. You don't know Chuck, most of you, but he is a delightful and extremely capable gentleman who runs a box plant here, Corrugated Box. He has told

me that over time his business is an incredible indicator of the direction that the economy is headed. He said that in January of 2001 he noticed that almost daily his orders were down and that continued through 2001 and that of course was manifest in the economy that we see even prior to the attacks on the World Trade Center. Fortunately Chuck has told me that now things are looking up. I don't know if you can take that to the bank and spend it but I do believe that he is correct and I hope that he is correct. I think that we are headed back into better times and I know that we need that badly in order to have the governor's proposed bridge maintenance budget become a reality and to lead us into better things in, not the coming fiscal year, where as I say he is trying to hold the university system harmless, but back to initiatives that you can produce that will make South Carolina a better place. In addition to the 4% budget cut, and I think the reason probably for the 4% budget cut, is that we have dipped into our reserve fund (we have a couple). We are extremely conservative in South Carolina regardless of what anyone may think and we went into our general reserve fund by 88 million dollars in the last fiscal year and we are having to recharge that now and that has caused some of the problem. I think that the real difficulty that we all face is that in these tight budget times new initiatives are very difficult to get going and that is not good. If you will look back in South Carolina we have made what I believe is tremendous progress over the last thirty years, basically my adult life here since I came back from my tour in the Air Force. But then if you look at South Carolina in relation to other states it turns out that in that thirty year period our per capita income as a percent of the nation's average has only gone up 3% from 78 to 81%. So despite what I consider to be substantive and substantial efforts and gains for all of us, we still lag behind the country.

I believe that the way out for us or the way up for us is education at all levels. I don't think that we have as much of a problem with people on the top end of the earning scale being able to enhance their earnings and their worth as we do with people at the bottom end of the earning scale. I will talk about one other issue that doesn't seem totally related to your budget but I think you can appreciate it. Just yesterday in our development board here in Sumter, we talked about people who are under employed. The Department of Commerce defines underemployment as anybody who makes less than 12,000 dollars a year in South Carolina. That is far too simplistic. There are some people who make less than 12,000 a year who do the very best they can. But there are many people who make 25,000 dollars a year who could do substantially better. They are underemployed. So we are paying for a study to more carefully define underemployment because that is what employers or potential employers or investors in South Carolina are interested in. That is where you come in because when we determine our true underemployment, I am sure that it will include people who make 20 and 30 thousand dollars a year. In order for those people to reach their full potential, we have to do two fundamental things. We have to recruit the industries that can use that full potential and you have to train them to meet their full capabilities. So, I would tell you that is the charge that is yours. I know that you are in academia but I don't believe there is any separation between the progress in the state in the applied workplace from progress that you make in the colleges and universities in upgrading the education of our children and the non-traditional student. I know the Regional Campuses have a great impact on that particular group as well. Having made these brief remarks, I really would like to open it up for dialogue and I would like to turn your mind back to time when you do this in your class and nobody says a darn thing and how difficult that is. If I could I would like to open it up for any kind of questions you might have about the process, the outlook, anything at all that I might be able to add something on.

(David Bowden?) "I see where the retirement system lost a few million dollars in the ENRON investments. Have there been any reactions to that when some people were skeptical of going to the stock market anyway?" The percentage they lost as I understood it from listening to news reports was miniscule in relation to the overall retirement system and the investments. I think as it was related the gain on other investments had outstripped the loss in Enron. Going into investing as the state has is not like what you and I might do. Institutional investing is different than that and is of course arranged for the long term and is very broad based. Though we lost some millions the retirement fund is into the billions and I think is very secure. We knew going into investments that it was a long term kind of thing. I don't believe that we buy and sell each and every day and we try to arrange a portfolio that will meet the requirements of the retirement fund which of course is a long term and needs a constant return for payments to retirees. I wasn't anywhere near as interested in that 20 years ago as I am today. But I think we are okay. Someone else had a question?

(Chris Borycki, Sumter) "The Board of Economic Advisors, are these the same people who have been on this board for some time or do we have a few new faces?" You mean the one's who have been on this Board and have been very off on their forecast? Indeed I think that is much the same group that has been there. They were off in earlier years being very conservative and undershooting and that in itself has probably gotten us into part of the problem we are in. Because when they underestimated and additional monies came in we were quick to spend them as they were available possibly without an understanding of the long term impacts especially as it relates to non-recurring funds. I guess that probability it is important to reconstruct how we got where we are. Obviously the economic downturn has made it difficult for us to manage but probably the real key to our problems is the tobacco money that was collected in 1998, 99, and 2000 which was spent in the 2000-2001 budget. It was non-recurring money (you hear that term often). It turns out that we have a constant stream of non-recurring money. It's different sources each year but it is fairly constant that we have this non-recurring money. That was true on the scale that it typically was about 200 -300 million dollars. When we spent about 200 million dollars of the tobacco money which was truly and profoundly non-recurring because it had been collected in the previous years and combined (that spending) with the downturn in the economy such that the regular revenues did not grow and cover up whatever budgetary sins we had committed, it got us into the situation where we ended up dipping into the reserve fund having the mid-year budget cuts. We are guilty of having done that but the guilt is not totally embarrassing because part of it is funding of additional health care benefits for our people, additional educational initiatives (initiatives in K-12 as well as higher education).

So I regret that we are where we are but I don't regret that we spent the money the way we did. I don't know if that is a total contradiction or not but it seems that all of the discussions of tax cutting (such a popular thing to do today especially at cocktail parties) are totally devoid of service required or requested or provided. I think that as long as you consider tax cuts without any discussion of service requirements that you don't have a substantive conversation at all. I know that in the past most people like to think that our government dollars are spent primarily on people who can't or won't do what they should (who can't take care of themselves or won't take care of themselves) and that is just not true. We have a situation here today where some of our most well to do citizens are suffering because of cuts in the Medicaid budget. That is our physicians whose reimbursements are so terribly low they can't pay their expenses to meet their obligations to serve their patients. So, what have they done? They voted to stop taking Medicaid patients. That kind of a dislocation is a crisis for Medicaid patients but it has a big impact on the physicians themselves that they don't want. They are embarrassed to have to do that. They can't lose money to pay patients. That is not a way the system can work for any extended period of time. Other questions or concerns?

(Carl Eby, Beaufort) "On the subject of tax cuts, I noticed on a form I got the other day from a mutual fund that the 44% discount on capital gains that South Carolina offers on its state taxes has now been brought into conformity with the federal taxes. So what used to be only on investments that were held for two years are now possible for investments that are held for only one year. So essentially this is a further tax cut as I see it for people with capital gains in this state and I was wondering if the Senate had looked into how much this was costing and does it make sense to have a further tax cut in a year when, in fact, we are so short on funds?" I hope that you all heard that concern. Our problem is that there are many members of the Legislature who do not like government and would like to do away with substantial parts of it. Now, I will avoid at all costs being partisan because that is not appropriate for this forum; however, there is a candidate who has promised you that he can reduce government by 42% over the next couple of decades. Let me first address your concern. Those who don't like government want to de-fund it. They don't want to pick out the particular things and fight with you about Regional Campuses or about Medicaid funding for nursing home or home health care. They don't want those battles but they figure if they take away the dollars, they will make the responsible ones of us (that may be subjective but I believe it) choose those painful cuts. That I find difficult to deal with. Back to the notion of whether or not we could reduce the size of our government by 42%. I am willing to enter any debate about specific services and problems that we try to address and whether we do it adequately or appropriately. But I would tell you that industry across this country would have a deafening stampede away from South Carolina if they know we are not committed to making progress for our people here.

I had an interesting conversation with a gentleman from DuPont many years ago and he said that after World War I, the Dupont Company and family were so terribly hurt by the fact that they were criticized for making money on the sale of TNT in the First World War that they refrained from any involvement in public policy matters almost completely. He said in the seventies they began to rethink their position because they realized their employees were affected by public policy decisions and therefore if they (Dupont) were quiet, they could leave their employees in a position of being adversely affected by the decisions that were being made in government (local, state, and national). I think that most corporations today are keenly sensitive to the notion that if a government has made a decision to not provide services to its community, they (companies) would be absolutely and unalterably opposed to coming to a place like that. That's a long answer to a short notion. The notion about whether we can afford to do away with more of our tax base actually brings me to a very politically incorrect notion that I have; and that is, if it was absolutely fair last year to consider many, many forms of tax cuts, why then is it unfair this year to consider some change in the current tax situations in which we find ourselves to try to address the problems that we have. I understand that promises made of temporary taxation never come true. I don't want to try to enter into that agreement with the public because I don't think they trust the government (people like myself) to keep the agreement.

I do believe that it would make sense to look at some of our taxing policy to see if we can abate some of the tax cuts we have had in the last year or two, ones that we have not gotten that use to like the homestead exemption for 65 year olds. We could set up a mechanism whereby when sales tax revenues reach a certain level, the tax break we took back will kick in again. When the money comes back so will the tax breaks. The reason I picked that one, which may seem totally politically incorrect, is simply because folks of that age group are the ones who are heavily using Medicaid/Medicare dollars. And when we cut one Medicare dollar from the state budget, we lose about four to the recipient. We have, I am told, about seven nursing homes that have filed for bankruptcy in the state because we cut some several millions of dollars of state payments to the nursing homes which triggered four times that much of a cut in the nursing homes budgets. So that doesn't make a whole lot of sense (or dollars) and we need to rethink where we are. The mood in Columbia is such that I (and that is why I started my remarks by telling you that you need to look very carefully at what people actually intend to spend, not what they say about how much they appreciate what you do because the way that they propose to spend the money is their statement of their policy and their understanding of the value of what you (all state employees) are doing for our community. I hope that doesn't sound harsh but we are in some difficult times and we need to have some straight talk because if we don't we will continue to do silly things which I think to some degree we have. I will tell you (there are no reporters here are there?) a brief story of how difficult a situation we are in. Last year this idea of abatement of sales tax on food had gained a lot of momentum among the tax cut group. But the responsible financial leaders of the Senate entered into a quiet understanding that it just did not make any sense to continue to implement a reduction in food tax especially since a lot of it is paid by people from out of state when they come and enjoy our state. That understanding was in place right up until the time that someone jumped up and said "I move that not only do we implement the reduction of sales tax on food but that we increase it and phase it in over four years (400 million dollars). What's the problem? The governor was (and I hate to say this because it sounds dramatic) courageous standing up and vetoing that. Very politically incorrect but the subsequent economic year has demonstrated that it was a very, very thoughtful and appropriate thing to do. Why should he be put into that circumstance when the leadership agreed that we would not present that since it was basically pandering to people? Yet, the far right wing brought this up and made it politically unfeasible for those in the center to the right to vote against it because they can't be seen as voting against tax cuts. I will end my remarks by saying that in relation to tax cuts I believe that tax cuts can only be considered appropriately when you consider the requirements for service and the demands for service and when you balance those two, you figure out whether you can have a tax cut, whether you need a tax adjustment. That was never made so clear to me as by a county councilman from Lexington County, the most conservative place in the world (they think John Wayne is a left winger. . . I do have a lot of friends in Lexington. It is a delightful place). This gentleman had served on the county council for 18 years and he told me that no one ever complained to him that the ambulance got to his house too fast when there was a call or that the sheriffs deputies were too well prepared for that domestic call that came or the school were too well equipped for their children. We have got to have that balance and I hope that in talking with your peers and your friends and the people who represent you that you will ask for that

in a very logical ways because they look to you for ideas. Thank you. I would be happy to continue to answer your questions but I don't want to take too much time.

(Allen Charles? Union) "The lottery seems to be taking off pretty well. Is that going to be our salvation?" No, the lottery is not going to be something on which we can wager as being our salvation. The reason is simply because it was designated not to supplant spending. Of course I realize as you realize that money for scholarships is wonderful and we value our students and hope that it is easier for them to go to school but it brings no money to the campuses. That's why I have been in favor of finding some mechanism for bringing more money into higher education. The scholarship promise was higher education. There are those who want us to focus on K-12. The governor, and I am proud to say the state Senate have focused on K-12 very very sharply over the last five to seven years with first steps, with smaller classrooms, with all day kindergarten, with the billion dollar bond bill which was to the benefit of your institutions as well to some degree. So, the lottery cannot be counted on as a salvation. I always like to proportionalize things and if indeed all of the lottery dollars went to try to salvage the terrible budget year that we are in, there would be less than 3% available (about 50 million dollars a percent). Those are numbers that most of us cannot deal with and understand unless you proportionalize them.

(Vice Provost, Chris Plyler) "Senator, we are very fortunate to have strong leadership like yours in our Regional Campuses communities and we all have needs realizing that we can't be as comprehensive in our request as the Columbia Campus is. Do you sense that if Columbia, say in a bond bill, is given x amount of dollars and we have the Sumter Campus requesting a very miniscule amount of dollars for project that is important to them and important to their community that it's all lumped together. Is it the view of most of the general assembly that USC is one and that we have already given this much to Columbia therefore Sumter might have to wait a year or two or ten?" Typically, over time the Regional Campuses have had to pretty much fend for themselves in terms of capital expenditures because it is our responsibility in representing our communities and this is a key facet of our community as Beaufort is in yours and Lancaster, Salkehatchie, etc. And the administration in Columbia, I think, has understood that that's our charge and they leave it to us to do and I don't have a lot of difficulty with that. I do know that you produce quality students at a cost that is less than that of Columbia and I hope that we can capitalize on that but I think the way to do it is to have a unified block of Senators and Representatives who understand the value of the institutions. I know that if Charleston, Columbia, Greenville, Spartanburg and one other place in the state be it Rock Hill, Aiken, Florence, Myrtle Beach (just one of those) gather together, then the rest of us don't count if they all vote the same way. Fortunately there is enough diversity to prevent that from happening often. When it comes to the Regional Campuses, we really need to cultivate those of us who represent these institutions to speak with a more unified voice for the institutions and not simply for the institutions but also for the people they serve. I jokingly say that since I moved here in 1974, Columbia has gotten further away from Sumter, about 12 to 15 stop lights further away. Time wise, it takes longer to get there than it used to and for our non-traditional students there is not an alternative of go to Columbia if it offers a better price or whatever. It's just not doable. So we (Representative and Senators) need to speak as one voice because I don't believe we can expect the administration in Columbia to focus on Regional Campuses to the degree that we need for progress. You were going to ask something else?

"What is your sense and what are your leanings about a bond bill this year? I am not sure where we will be on a bond bill this year. If we do one, we need to start from scratch. There is a lot of talk about school buses in a bond bill and I would tell you that if you really appreciate the state budget and all of our conservative talk you would understand that we have been doing deficit spending for years. It is most readily seen in the bus situation. We have got almost six thousand school buses statewide. If we don't have a twelve year replacement schedule of 500 eighty thousand dollar buses a year, we are deficit spending. It is also very apparent to you especially in the administration of the institutions that deferred maintenance falls into the same category. It is deficit spending. When I was on the Bond Committee, I had asked for a tracking of deferred maintenance in our various agencies and especially in higher education over the years because I hoped to demonstrate what I truly believe and that is that we are accumulating more and more deferred maintenance which is deficit spending in my opinion because at some point you must do these things. We have had areas of state parks that have been closed, for example, because maintenance was not sufficient to ensure safety. So, whether or not we will have a bond bill, I am not sure but if we do, deferred maintenance on some things will be an issue. Part of the difficulty of working in

state government is that no one wants a road resurfacing project named for them. They want a new bridge or a building. Few people are interested in having even a new sewer plant named for them but yet these are the elements of responsible government. So the advocacy is typically for these new facilities which we need. In fact, we are standing in one here today that is not that terribly old here, the second floor of this building and our new library which we desperately needed. But if we put off that deferred maintenance too long we will be in trouble. I have taken more of your time than I intended but I appreciate your time. Thank you for coming to Sumter. I hope that you enjoy your day and I hope that it is very productive for all of us.

Professor Chilcote adjourned senators to committee meetings.

Afternoon session:

III. Professor Chilcote convened the afternoon session at approximately 2:00 PM

IV. Approval of the Minutes: The minutes of the September 21, 2001 Senate meeting in Columbia were Approved as written.

V. Reports from University Officers:

A. Report of the Vice-Provost and Executive Dean of the Regional Campuses:

See Attachment 1

B. Report of the Associate Vice-Provost of the Regional Campuses:

See Attachment 2

C. Campus Deans Reports

1. USC Beaufort- Dean Jane Upshaw (report given by Professor Roy Darby)

See Attachment 3 – USC Beaufort Report

2. USC Lancaster- Interim Dean John Catalano

See Attachment 4

3. USC Salkehatchie- Dean Ann Carmichael

See Attachment 5 – USC Salkehatchie Report

4. USC Sumter- Associate Dean for Academic Affairs, Anthony Coyne presented the report for Dean Les Carpenter

See Attachment 6

5. USC Union- Dean Jim Edwards (report given by Professor Allen Charles)

See Attachment 7 for an outline of Dean Edwards Report

6. Academic Programs and Continuing Education- Assistant Vice-Provost Sally Boyd

See Attachment 8 for an outline of Dr. Boyd's Report

VI. Reports from Standing Committees:

A. Rights and Responsibilities- Professor Ron Cox (Salkehatchie)
Report - See Attachment 9

B. Welfare Committee- Professor Roberto Refinetti (Salkehatchie)
Report - See Attachment 10

C. System Affairs- Professor Christine Borycki (Sumter)
See Attachment 11

D. Executive Committee- Professor John Logue (Sumter)

See Attachment 12

VII. Reports from Special Committees

A. Committee on Libraries- Professor David Bowden (Academic Programs and Continuing Education)

We have had one Library Committee Meeting since we last met and since the death of George Terry. John Olsgaard sat in as Interim Dean and we heard reports from Tom McNally, Bud Walton and C.J. Cambry on the facilities, the deferred maintenance that has been going on for years at Thomas Cooper. They need a lot of renovation there. Also, on the effect of the budget on collections and so forth.

B. Committee on Courses and Curricula- Professor Christine Borycki (Sumter)

The University Curricula and Courses Committee continues to meet monthly to handle the course proposals, deletions, description updates and curriculum alterations and proposals. It's a handful. Two issues have come before this committee that are of interest to the Regional Campuses. The first is the proposal by the Biology Department to collapse Biology 101 and 1012L into one four hour course instead of into two courses of three and one hour respectively. The same is proposed for Biology 102 and 102L. I consulted with the Academic Associate Deans on each of the Regional Campuses. The consensus is that if this change should go through, the individual courses as they exist now should be kept in the Bulletin for a period of at least five years to accommodate students on the Regional Campuses who may need one of these courses. The second issue of interest is a motion passed in the Faculty Senate in Columbia regarding May Semester. I quote, "we recommend that the May Semester be treated as an intersession though it may retain its May designation. Units may offer any course they feel may fit the needs of their students and is appropriate to the scheduling. Courses offered during this period will not be approved separately by this committee rather they must be drawn from approved curricula. Special projects courses can be used for courses involving special demands, for example, estuary research, foreign travel, etc. Special topics courses can be used for non-traditional course offerings. X course designations are also possible. In essence, this gives Regional Campuses the freedom to do what they will with courses offered in May without the interference of Columbia academic departments. There has been an example of that recently. We meet again on February 8.

C. Committee on Faculty Welfare- Professor Linda Allman

See attachment 13.

D. Faculty Board of Trustees Liaison Committee- Professor Ellen Chamberlain
Beaufort)

See Attachment 14

E. Research and Productive Scholarship Committee- Professor Todd Scarlett (Lancaster)

Professor Scarlett reported that the Research and Productive Scholarship Committee had not met.

F. Other Committees:

1. Conflict of Interest Committee- Professor Bette Levine (Salkehatchie)

Report given by Professor Roberto Refinetti -

Professor Levine attached the following note to her report: Due to the fact that I teach two classes on Friday morning and the fact that that I currently have no other responsibilities at the Regional Campuses Faculty Senate, I have asked a colleague who is a senator to present my report of the Conflict of Interest Committee.

The Conflict of Interest Committee met on October 18, 2001 and on November 28, 2001. During the October meeting, the agenda included:

1. The discussion of the rules and responsibilities of the Committee as they apply to institutional policy. Some background was offered.
2. Having decided it was appropriate, the committee members discussed the situation of the false assumption that a revised policy covering conflict of interest and financial disclosures for outside interests had been approved. Apparently an unapproved revision is currently being used.
3. As a consequence of the above, a discussion of the revision ensued. Essentially the question addressed dealt with the fact that each department of the university had somewhat different rules governing disclosure should this stand. It was finally decided at the close of the meeting and after much discussion that the committee needed more information before coming to any conclusions.

The November Meeting yielded the opinion that the committee would do well not to pursue the status of the current policy (the previous issue). Instead, they decided to recommend changes related to the sanctions and committee membership as it relates to the financial disclosure and conflict of interest for outside interests. A draft of changes was offered in the following days which is included with the report.

2. Nominating Committee –Professor Roy Darby

See attachment 15

G. Regional Campuses Academic Advisory Council- Professor Wayne Chilcote.

See attachment 16

VIII. Unfinished Business:

There was no unfinished business

IX. New Business

The Chair of the Rights and Responsibilities Committee Professor Ron Cox presented the following motions from that Committee and Chaired the discussion.

The Rights and Responsibilities Committee moves the following change to the Regional Campuses Faculty Manual:

That on page C-13 of the *Regional Campuses Faculty Manual*, under the point which illustrates arrangement of the file, an additional section be inserted and labeled as follows: “h) addenda (committee ballots, letters from administrators, etc.)”.

AND

That the subsequent paragraph be modified to read as follows: “...RCTP may be added to the file. *All such items are to be placed in section ‘h) addenda’ at the end of the candidate’s file. Except for those items specified...*” (Italics signify addition to the present manual.)

The Chair point ruled the changes substantive and suggestive that the motion would be place on the agenda for a vote at the next meeting.

(Professor Bob Costello, Sumter) I move that we suspend the rules and act on this at this meeting. The motion was seconded.

Clarification was requested about what would be changed (author unknown). Professor Cox responded, “There will be an extra section in the candidate’s file. The candidate will do nothing with it but it will be clarified in the Manual that anything added during the review process goes at the end of the file. There was some question, for example, about whether ballots from the local committee should be in the front of the file or at the back of the file. This will state clearly where such materials are to be placed. It was pointed out (Professor Danny Faulkner, Lancaster?) that the T&P form does provide direction as to where some (ballots and justifications are to be added) materials are to be placed. The response was that the directions will now be a part of the Manual.

There was a question as to why the term *addenda* was used. Professor Cox responded that it was something that could easily fit on a tab and that description of that category will instruct as to what should be included under the category.

Professor Cox, “I would like to know why John Logue said no.” Since this is in discussion, I will tell you what my reticence is about. I have noticed the last several meeting we have had, change to the Manual that come up are often are ruled substantive and then over ruled by vote of the body and voted on at the time. We are supposed to be representing the faculties of all of our campuses and the process allows for them to look at the proposals and express concerns. Even though a committee may have thought about this for a while, the process is supposed to allow for a lot broader representation especially in changes to their contract. So it was not the idea or specific thing that I was opposed to or expressing my opinion about but rather the process that seems becoming commonplace.

(Professor Refinetti?, Salkiehatchie) His point is very good if we were voting on something major. At this point we were only voting on this little addition here. If we were voting on something major, I agree with his point.

The chair called for a vote on the motion. The motion was passed.

Professor Cox, “The R&R’s second motion is much more substantial and already it has been pointed out to me by another member of the Committee that some of the things that we adopted from the Columbia Manual we did not strike out in our discussion. We overlooked them. I don’t know if it is appropriate for

me to go ahead and make suggestions so that we get a relatively clean copy of the motion to start with or do I have to enter it and then offer the changes? Parliamentarian? (Professor Sal Macias, Sumter) Since you have not made an official motion, you can make additions. Professor Cox, "I alone cannot make changes to what the Committee voted on." "Ask if anyone on the Committee has an objection." (author unknown) Okay, here is what I want to do folks. Tell me what you think. On the second page under procedures, what we did was Columbia has six reasons listed. We stuck with the four that are presently in our Manual. Under procedures, however, the language from the Columbia Manual was retained. Therefore, under that big point A all the capital letters, "Termination for Failure . . . instead of, on the third line points 2 and 3, it needs to simply be 4 because we are dealing with #4 which is gross misconduct. And then the section, Medical Reasons, Termination, Lapse or Withdrawal of License, needs to be scratched entirely. So numbers 2 and 3 we would scratch and then Medical Reasons, Termination, Lapse or Withdrawal of License would be scratched.

Does any member of the Committee have any objection to our making those changes to our motion? (none) On the next page under point 4, Tenure Review Board Hearings. In the third paragraph, the very last sentence, the sentence, Steering Committee shall appoint new members to fill new vacancies. Since we do not have a steering committee should we simply scratch that and end that paragraph with question on disqualification?

Since we are asking our Grievance Committee to serve in this capacity, we thought that the local campus would handle vacancies to that Committee. Any objections from Committee members to these changes? (none)

Thanking the Chair and the body for their understanding then, the Rights and Responsibilities Committee moves that under "Additional Considerations" (pp. C-7 and C-8) be removed and replaced with the following section as we have discussed and amended it. We are proposing this as a separate section of the Manual, not point 8 of the present section.

TERMINATION OF TENURED FACULTY

CAUSES

Termination or dismissal of a tenured member of the faculty shall be only for cause. Cause shall mean one or more of the following:

1. Failure to perform the duties required for the position.
2. Bona fide reduction in staff.
3. Curtailment or discontinuance of a department or school.
4. Gross misconduct detrimental to the image of the University.

PROCEDURES

A. TERMINATION FOR FAILURE TO PERFORM DUTIES DUE TO INCOMPETENCE AND/OR HABITUAL NEGLECT OF DUTY; TERMINATION FOR CONDUCT AS SPECIFIED IN 4 ABOVE.

1. Discussion with the president.

After it becomes evident to the president that termination may be desirable, there must be discussion between the faculty member and the president with the intent of arriving at a mutually agreed upon resolution.

2. Re-Assignment.

The president may assign the faculty member to new duties if the faculty member's continuance in normal duties threatens immediate harm to that faculty member or to others.

3. Regional Campuses Tenure & Promotion Committee Review.

If the president and the faculty member are unable to reach a resolution, the president shall inform the Regional Campuses Tenure & Promotion Committee of his or her desire to terminate a tenured member of the faculty. The president shall give this committee a statement of charges, framed with reasonable particularity, and the factual basis for these charges, also stated with reasonable particularity. The function of the committee shall be to determine whether the facts alleged, if true, would establish the charge and whether the charge is of such a nature as to warrant termination. The discussions, records, and recommendations of the committee shall remain confidential.

The committee shall inform in writing both the president and the faculty member of its recommendations and its reasons therefor. Should the president then wish to pursue termination proceedings he or she shall, by letter, inform the faculty member of the intention to terminate, including a precise statement of specific charges. The letter shall also inform the faculty member of the member's right to request a hearing on this decision by the Tenure Review Board. (See below)

If the faculty member takes no action within ten days of receipt of notification by the president, the president, without recourse to further proceedings, may send a written letter of termination.

4. Tenure Review Board Hearings.

If the faculty member desires a hearing by the Tenure Review Board, the member must so inform the board and the President in writing within ten days of receipt of notification by the president of the proposed termination.

Upon receipt of a written request for a hearing, the chair of the Tenure Review Board shall schedule a hearing no sooner than 20 days and no later than 60 days from the date of receipt. All parties must be given written notice as to time, date, and place.

The board may hold joint prehearings with the parties in order to simplify the issues, effect stipulations of facts, or for other appropriate objectives as will make the hearing fair, effective, and expeditious. At this stage, members of the board may disqualify themselves for bias or interest, and the parties involved may raise the question of disqualification.

The following standards and procedures shall apply in the conduct of the hearing:

- a. The hearing shall be closed.
- b. A verbatim record of the hearing or hearings will be taken and a copy made available to the faculty member on request and without cost.
- c. The burden of proof that adequate cause exists rests with the president and shall be satisfied only by clear and convincing evidence in the record, as established at the hearing, considered as a whole.
- d. The faculty member may choose an academic advisor and/or counsel to be present during the proceedings.
- e. The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence. The president will cooperate with the board in securing witnesses and making available documentary and other evidence.

- f. The board may grant adjournments to enable either party to investigate evidence to which a valid claim of surprise is made.
- g. The faculty member and advisor or counsel and the president or representative will have the right to confront and cross-examine all witnesses. Where the witnesses cannot or will not appear but the board determines that the interests of justice require admission of their statements, the board will identify the witnesses, disclose statements, and, if possible, provide for interrogatories.
- h. The board will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
- i. The findings of fact and the decision of the board will be based solely on the hearing record.

If the Tenure Review Board concludes that adequate cause for termination has been established, it shall so inform the President and the faculty member.

If the board concludes that action short of termination would be more appropriate, it shall so inform the president and the faculty member, together with supporting reasons, and the termination proceedings shall stop at this point.

If the board concludes that adequate cause for termination has not been established, it shall so inform the president and the faculty member, together with supporting reasons, and the termination proceedings shall stop at this point.

5. Final Disposition and Appeals

Within ten days of receipt of the board's report, the president shall inform in writing the faculty member and the board of his or her decision together with supporting reasons. The president shall inform the faculty member of the right to appeal an adverse decision to the Academic Affairs Committee of the Board of Trustees, sitting in consultation with the Faculty Liaison Committee. If the faculty member takes no action within ten days of receipt of notification by the president, the president may send a letter of termination.

The decision by the Academic Affairs Committee is final within the university. If the committee's decision is to support the intention of the president, the president may then send formal notification of termination.

Nothing in the preceding paragraphs shall be applicable to faculty serving in a probationary period or to part-time faculty. A recommendation not to reappoint is made by the Dean of the University.

An individual being considered for tenure cannot be issued notice of non-reappointment by administrative action until the President has made a decision on tenure.

Faculty members who believe they have a grievable matter should consult Appendix III of this *Manual*.

B. TERMINATION BECAUSE OF BONA FIDE REDUCTION IN STAFF

1. Termination Because of Financial Exigency.

Financial exigency shall mean an imminent financial crisis which threatens the survival of the institution as a whole and which cannot be alleviated by less drastic measures than termination of tenured faculty members.

A committee of the faculty must participate with the administration in the decision that a condition of financial exigency exists or is imminent and that all feasible alternatives to termination of tenured appointments have been pursued. The committee must participate in the formulation of criteria for determining termination. Length of service may be appropriately included among the criteria. The committee itself or through appointing persons and/or groups as agents must participate in the decision as to which individuals shall be terminated.

A faculty member receiving notification of an intention to terminate because of financial exigency is entitled to a hearing before the Tenure Review Board as specified in Section A. The issues in this hearing may include:

- a. the existence and extent of the condition of financial exigency. The burden will rest with the President to prove the existence and extent of the condition;
- b. the validity of the educational judgments and criteria for determining termination;
- c. whether the criteria are being properly applied in the individual case

2. Termination Because of Reduction in Program or Instructional Unit.

The decision to discontinue or reduce a program or instructional unit will be based upon long-range judgments that the educational mission of the institution as a whole will be enhanced by the discontinuance in contrast to considerations which reflect cyclical or temporary conditions.

The decision to discontinue or reduce a program or instructional unit must be arrived at jointly by the President and the faculty committee as described in Section B.1.

Every effort must be made to place faculty members affected by discontinuance in another suitable position within the institution. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training will be proffered. Only if no position is available may a tenured member of the faculty be terminated for reasons of discontinuance.

A faculty member receiving notification of an intention to terminate because of discontinuance is entitled to a hearing before the Tenure Review Board as specified in Section A. 4 and 5.

A faculty member receiving notification of an intention to terminate because of discontinuance or reduction in program or instructional unit shall be given a year's notice.

3. In all cases of termination of appointment, the place of the faculty member concerned will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.

TENURE REVIEW BOARD

This board conducts hearings and rules on cases involving the dismissal of tenured faculty members for cause. The Regional Campuses Grievance Committee shall serve in this capacity.

The Committee further moved that Appendix IV (p. F-10) of the *Manual* be removed, as the above change would make this section redundant.

The motion was ruled substantive but open for discussion and will be placed on the agenda for the next meeting.

Question (Professor Refinetti, Salkehatchie) What do we have now? Professor Cox, "what we have now is very un-detailed. Our Committee was charged with studying the rules, regulations and procedures for the termination of tenured faculty members and to recommend any needed revision for Senate action. It was pointed out that our Manual is very vague. At present, the President and a committee appointed by the

President are responsible for termination. This puts us more in line with Columbia and provides more authority for our own body to oversee these functions. (Bob Costello, Sumter) As I understood the charge, we were asked to develop some more details along the line of the Columbia Manual. So, what we did was to adapt the Columbia Manual as much as possible to our situation in a belief that this offered more protection for faculty than what we had and the belief that it was more likely to get through legal if we adopted the terminology of the Columbia Manual.

X. Announcements:

Associate Vice-Provost, Dr. Carolyn West - It was brought to my attention that there were statements that were made during this meeting about the BAIS degree that were inaccurate. It's not that the speakers were inaccurate. It's that the information was inaccurate. I am concerned because they will appear in the minutes. And if someone goes back to the minute's years from now, then that becomes the truth. (Professor Wayne Chilcote, Chair) I think that I brought that up in the report from the Provost Advisory Council. (Professor West) It was not that there were other statements that people made about their beliefs. (Professor Chilcote) What specifically? It is a question about the age of twenty-five? (Professor West) Well, that in practice is what is being done but we know there are people that are being admitted to the degree that are not twenty-five. So, the truth is some people need to be twenty-five and others don't. That's the problem we have with the degree. There are other problems about our discussion in general and we need to correct it in the minutes so it doesn't become revisionist history. (Professor Chilcote) Well. It was simply a matter that was brought up and when brought up one campus simply said that they were being told that you had to be twenty-five. What we were doing at that time was wondering if someone could be discouraged from applying on the basis of age only.

(Professor John Logue) I appreciate the electronic reports that you have given me for the minutes and would request if you haven't done so that you would forward them to me.

Professor Chilcote. One additional announcement that I did not make a moment ago is that the Provost's Advisory Council is on the 15th of March. I would ask that you go back to your campuses and find if anyone has any problems they would like brought to the attention of the Provost. That is how this matter with the BAIS came up in the first place.

The next meeting will be on March 22 and here at Sumter.

Professor Carla Curren (Beaufort) – If you do not want to drive to Columbia to see the “Vagina Monologs”, it is also being performed in Beaufort on February 9th and two USC Beaufort professors will be in the production.

XI. Adjournment:

Wayne Chilcote, Chair, (Salkehatchie) adjourned the meeting

Attachment 1

Report of the Vice Provost and Executive Dean for Regional Campuses and Continuing Education USC Regional Campuses Faculty Senate

Sumter, SC
January 25, 2002

Legislature: President Palms reports that initial meetings with Rep. Tom Keegan, chair of the Higher Education subcommittee of the House Ways and Means committee, have been favorable. There is increasing momentum to prioritize the establishment of endowed chairs at the three research universities with approximately \$40 million in lottery proceeds; the big three are also interested in protecting EPSCORE funding. There will be much debate as to whether a bond bill will be approved by session's end.

USC: President Palms and Provost Odom have been engaged in conversations with the editorial boards of the state's three major newspapers about the Strategic Directions and Initiatives Report which has most recently been submitted to Dr. Palms. The Columbia faculty and administration are being encouraged to provide feedback about the report before February 15. One recommendation that is of concern to the division of Regional Campuses and Continuing Education has to do with transferring the administration (the process; not the people) of evening courses from the academic credit programs unit to academic departments across the campus. Academic Credit Programs generate \$3.50 in revenue to the University for every \$1.00 spent, and we believe that decentralization of the program will result in loss of revenue to the University and unnecessary dilution of evening courses. We are in the process of presenting revisions to the recommendation that, from our perspective, strengthen it.

The University has received formal notification from SACS that we have successfully been re-accredited.

The College of Business received its annual score from *Financial Times* and has improved its international ranking from 45 > 39; its national ranking from 30 > 25, and its ranking among all public universities to 7th.

The Bicentennial Campaign finished strong with an influx of pledges and payouts occurring before the end of 2001.

Searches: President...in the candidate interview stage

Law School...in the candidate interview stage

Social Work...offer made; candidate declined; search re-instituted

Library/Information Science/Journalism...search committee expanded; in the candidate interview stage

USC Lancaster Dean...interview stage complete; search committee deliberating

Palmetto College: The Palmetto College initiative will, for the time being, occur at a more deliberate pace in view of: (1) the attention of administration and faculty on SDI and (2) the declaration by USC Beaufort and anticipated declaration by USC Sumter to seek a change in mission in order to Pursue four-year status.

End of Report

Attachment 2

B. Report of the Associate Vice-Provost of the Regional Campuses – Dr. Carolyn West

At Executive Committee Meeting last week it was brought up that some of you were concerned that the meeting of the Provost's Advisory Council was scheduled during the week of your Spring Break. Kathy spent a considerable amount of time and effort yesterday trying to see if there was another day it could be held. It turned out that the only other day it could be held was during Beaufort's Spring Break so it will remain on the day scheduled. I guess that points out another reason we should all be on the same calendar. The Vice-Provost has been working very hard to get us all on the same calendar but you all vote on the calendars. So the next time you vote on a calendar is to ask the question as to whether it matches those of Columbia and the other Regional Campuses.

This year we are not having one of those grand extravaganza department meeting gatherings. I am trying to do it on the basis of individual departments mostly because I am not entirely satisfied with what we have been doing on a large scale and I hope that we can improve the process by meeting on an individual basis. Right now I am talking with Fran and Cara-Lin about a meeting with the Art Department, we will definitely have a meeting with English and I am sure History and Psychology and I think that we need one for Math. Those of you in other areas that would like to have a departmental meeting, let me know. I don't know whether it is desirable for all areas.

There is a small amount of money for the Vice-Provost Developmental Grant this year. Those of you who submitted last year and had hoped to get it at that time will be automatically considered this year. If you want to make changes to the grant that you submitted last year, you need to do that before February 15 of this year otherwise it will be considered as you submitted it. Those of you who did not submit one and would like to be considered, your application needs to be in somewhere around February 15. The number that has been given in the past cannot be matched so if you don't make it don't be upset. Because this is no longer being funded by the Provost (he's giving you databases in your libraries instead) we are trying to fund it with a limited amount of monies. We will do what we can. The application can be found off of the Regional Campuses home page on the web.

A scholarly writing workshop is being sponsored by the graduate school on the 27th of February and there are a limited number of spaces available. If you are interested, Richard Lawhon is responsible for it and will be sending out information. (call Martha Haynes at the Graduate School at 7772950). Let people on your campus know about it.

I hope that everybody got the results from the tenure and promotion process from last year since I forgot it at the last meeting. The report should be in the minutes.

Your Dean's have gotten an announcement that there is a USC Educational Foundation Service Award from the Provost. I am pleased to inform you that again the USC Educational Foundation will again make and award to the faculty member demonstrating outstanding service activities. The award includes \$1000 honorarium. I am asking each academic dean to nominate up to three faculty members.

David Hunter and Robert Cuttino are coming to speak to your faculty organizations as the Vice-Provost said. They are doing it mostly at my request because they (CHE?) are talking about measuring quality of classroom instruction and I think that you should be involved in the conversation. So please get your faculties to attend and be mentally present so that you can ask the hard questions that need to be asked to give you some say in the process.

Attachment 3.

Regional Campuses Faculty Senate
USC Beaufort Dean's Report
Submitted by Jane T. Upshaw, PhD
January 24, 2002

The beginning of the spring term is always a busy time for faculty and staff. Our enrollment is good, especially in view of the fact that deployment of the military continues to affect our student population.

We are in the midst of the USCB lecture series that is focused on North Versus South: Sectionalism and the Civil War. Three lectures have been held so far and attendance has been extraordinary. Dr. Mark Smith and Dr. Larry Rowland have been the featured speakers. Three more lectures remain including the last two, which will be held close to the New River site in Jasper County.

USCB is currently conducting searches for two tenure-track faculty positions in business management and mathematics. We hope to have these positions filled as soon as possible.

The Jasper County School District/USCB Partnership has had good success in seeking and receiving grants. Recently, we received a grant to provide science equipment for the science department for Jasper County High School. The US Department of Education has committed additional resources for the comprehensive school reform initiative in Jasper County. In addition, we have hired a new director for the partnership. Dr. Mary Ellen Ham will come on board in February.

USCB is working on revising our Title III proposal to be submitted in March. We are very hopeful that this year our application will be successful given that we were only two points away from being funded last year.

We have six grant proposals submitted to local, regional and national foundations. These are academic grants to increase program growth and faculty development.

At the December meeting of the Board of Trustees, leaders from our region presented a proposal for four-year status for USC Beaufort. The Board voted unanimously to support this proposal. Their support was predicated on Beaufort County's providing \$28 million dollars for capital improvements to the New River Campus, \$6 million in program growth money and almost \$2 million in local recurring dollars from Beaufort and Jasper County. We are very grateful to the leadership in Beaufort and Jasper Counties for the financial support that makes this request possible and to the USC Administration and Board of Trustees for their support. We will keep you posted as this process continues.

Attachment 4

Report of the Dean of USC Lancaster, John Catalano

Professor Darris Hassel is with me today, I wanted to introduce him to you. He is a new instructor of Spanish on the USC Lancaster campus, has an MA in Spanish from the University and he is also working on a doctorate in linguistics and is with us full-time as a teacher. We implemented an increase in adjunct faculty pay as of spring 2001. We finished a \$45000 renovation on our Gregory Health and Wellness Center Pool and another \$50000 in fixing up the place a bit. The Admissions Committee is considering a minimum SAC/ACT requirement for admission as recommended by the Lancaster County School District. Any changes will be used to target students with special needs rather than as a means of exclusion. Miss Tennessee Calhoun Crawford has generously remembered USC Lancaster in her will. She bequeathed \$300,000 to be distributed through the RL Crawford Memorial Scholarship, an endowed professorship in the health sciences and the beautification of the Crawford Rose Garden. There will be a room named in her honor, I feel sure. Our spring enrollment figures look good with a modest increase in head count and FTE compared to 2001. The Medford Library expansion and renovation project is on schedule. The footings was poured recently and the construction continues to progress. We also are working on a Dean's search. We have interviewed two candidates so far. Candidates interviewed with faculty, staff, students, Commission members, Foundation members, legislative delegation, and then met with city and county government leaders and local citizens as well.

**Regional Campuses Faculty Senate
Dean's Report—USC Salkehatchie
January 25, 2002**

On December 7, 2001, the Commission on Higher Education notified us that approval was granted to offer the USC Aiken Bachelor of Arts in Elementary Education degree at USC Salkehatchie.

On October 27, the "Salkehatchie Team" consisting of students, faculty, staff and administration participated in the Allendale/Hampton Walk America events. Thanks to our co-chairs, Pat Thomas and Barbara Peeples, we won three awards at that event, including second place for most funds raised.

USC Salkehatchie is pleased to welcome Pat Ciez as the first director of the newly established Entrepreneurial Development Center housed on our Allendale Campus.

On March 14, the annual Business Expo sponsored by the Walterboro-Colleton Chamber of Commerce and the Salkehatchie Leadership Center will again be held on the Walterboro Campus.

USC Salkehatchie's Five-Year Capital Campaign ended successfully in December, 2001. Beginning with an initial goal of \$500,000, our development staff worked very hard to cultivate and procure private support from our five-county service area. As of the November report, their efforts had raised for USC Salkehatchie just over \$2 million. We see this as indicative of the widespread support our campus enjoys and recognition by our citizens of the important role we play in bringing higher education to the region.

Congratulations to:

Dr. Ron Cox who was recently elected as president of the Colleton County Historical Society.

Dr. Roberto Refinetti who recently had an article entitled *Dark Adaptation in Circadian System of the Mouse* published in the periodical Physiology and Behavior.

Dr. Arthur Mitchell who has completed a book: Hitler's Magic Mountain: the Obersalzberg and the American Occupation of Berchtesgadener Land.

Submitted by:

Ann C. Carmichael

REPORT OF
THE DEAN OF THE UNIVERSITY OF SOUTH CAROLINA SUMTER TO
THE REGIONAL CAMPUSES FACULTY SENATE
January 25, 2002

Human Resources: There have been two new faculty personnel actions since my last report to the Faculty Senate. Specifically, Dr. Maria E. Kitchens, Instructor of Biology, resigned at the end of the 2001 Fall Semester in order to accept a tenure-track appointment at East Stroudsburg University in Pennsylvania; and Mr. Jack Doyle, Professor of English and Director of the South Carolina Center for Oral Narration, retired at the end of the 2001 Fall Semester. As previously announced, Dr. Don Curlovic, Professor of Mathematics, also retired at the end of the 2001 Fall Semester. Jack Doyle and Don Curlovic both were awarded the title of Distinguished Professor Emeritus by the University's Board of Trustees. At present, as exceptions to the hiring freeze, USC Sumter has three national searches underway for tenure-track positions in English (two) and Mathematics.

Enrollments: The preliminary enrollment figures at USC Sumter for the 2002 Spring Semester indicate enrollments very close to the same level as last year at this time. Full-time equivalency (FTE) enrollment is up 3.4% to 670, and headcount enrollment is up 1.4% to 994.

Physical Plant and Budget: The \$1.5 million renovation to the former Alice Drive Baptist Church property has officially begun and is scheduled to be completed in time for the 2003 Fall Semester. In the meantime, the Board of Trustees has approved the new name of "Arts and Letters Building" for this property. At the same meeting, the Board approved the new name of "Business Administration Building" for the former Classroom Building. Earlier this month, the deed for the formerly county-owned Little Theater property was transferred jointly to USC Sumter and CCTC. This current fiscal year, USC Sumter has absorbed a "take back" cut to our state appropriation of 4% and is prepared to take up to another 5% cut when the State Budget and Control Board makes its announcement in February. For next fiscal year, USC Sumter is planning for a cut of up to 15% to our state appropriation *beyond the % this year*. Given the revenue shortfalls in the state budget, and the fact that most other state agencies absorbed huge cuts for this current year, I believe it is prudent to be prepared for large cuts to higher education next fiscal year.

Four-Year Status Proposal: In December 2001, Following the President's and Board of Trustee's approval of USC Beaufort's proposal for four-year status, community leaders in Sumter launched a similar initiative for USC Sumter. As reported in the local newspaper, that proposal will be presented to President Palms and USC's Board within the next few weeks.

Respectfully submitted,

C. Leslie Carpenter
Dean of the University

USC Union
Dean's Report
Regional Campuses Faculty Senate
January 25, 2002

As with all in higher education, we at USC Union approach 2002 with concern about budgets in South Carolina. However, there are many things that are positive. The following are a few:

Enrollment

Preliminary reports indicate an increase in headcount and a significant increase in FTE for the Spring 2002 semester. This is a reflection of the hard work of our faculty and staff. Again this past year, emphasis has been placed on advising and student support which has assisted in retention.

Founders' Day

USC Union and the Union/Laurens Commission for Higher Education will be hosting the sixth annual Founders' Day celebration on Thursday, March 28. Our Founders' Day award recipient this year will be President John M. Palms. The ceremony will begin at 4:00 p.m. in the Main Building auditorium and conclude with a reception in the lobby of the Main Building. All members of the University faculty and staff are invited to attend.

Laurens Higher Education Center

The Laurens Higher Education Center will be completed in March and USC Union plans to occupy its part of the facility in April. The Center will house USC Union, Piedmont Technical College, and Adult Education for the Laurens School Districts.

USC Union will have office space for a receptionist, the Director, Jean Denman, and six faculty offices. USC Union has two classrooms designated for our use and we'll share another classroom, a science lab, the Learning Resources Center, and a workroom with the other tenants. USC Union will have a computer lab which will accommodate 24 students.

The five million dollar facility was financed with state bond funds through Piedmont Tech. Laurens County gave a one million dollar track of land and added one mil to the tax base to help complete the facility. A local fundraising campaign has helped furnish the facility.

The Fall 2002 academic schedule is currently in the planning stages.

Continuing Education

As always, USC Union's Continuing Education office is working to make the University accessible to our community. This spring that office will offer everything from computer classes to Japanese cooking to instant piano. The two special events are the Secretary's Day seminar and a tour to Callaway Gardens in Georgia. Continuing Ed is developing a following for its tours.

Student Services

Through the efforts of the SGA, Student Services, and OSP several special events are taking place. A "Back to School" social was held on January 23. Planned for February and March are: a financial aid workshop, a student leadership training, a Valentine's Day dance, a Black History program, a Women's History program, a Junior Scholars event, and a St. Patrick's Day social.

Scholarships

USC Union and the USC Columbia School of Nursing just received a \$100,000 endowment to fund a scholarship for a Union area student to attend USC Union for two years and then attend USC's Nursing School for the baccalaureate. The scholarship was given by Dr. Francis Owens, a long-time physician in Union. He gave the scholarship in honor of his nurse of 54 years, Kathryn H. Willard

New Faculty and Staff

Most of you have met Thomas Simpson who is here as USC Union's representative in the place of Dr. Mary Barton. Thomas is a USC graduate and an instructor in mathematics.

USC Union's OSP program has a new director, Tammy Stokes. She brings experience and enthusiasm to the position. She has a baccalaureate from USC Spartanburg and her master from Appalachian State University.

Attachment 8

Report to Faculty Senate
January 25, 2002
Sally Boyd

I'm happy to report that Joe Pappin has joined the Continuing Education faculty. Dr. Pappin, who comes to us from the Lancaster campus, is a professor of philosophy.

Spring classes are underway and enrollment continues to be very strong.

As you know, the SDI Report includes a second-tier recommendation that the Evening Program administration be moved from the current centralized unit to the academic departments whose courses are offered. We have strong concerns that implementation would drastically reduce course offerings available to students—at a time when the ability to meet student needs is already strained—and would also seriously jeopardize the revenue generated under the current system. We are in the process of preparing a response to the recommendation and are hopeful that the information we provide will be persuasive.

Attachment 9



Rights & Responsibilities Committee
Prof. Ron Cox, Chairman

COMMITTEE REPORT – 25 January, A.D. 2002

The Rights & Responsibilities Committee of the USC RCFS met in Room 102 of the Anderson Library on the USC Sumter Campus on 25 January 2002 at 10:45 a.m.

Present were:

Professor Ron Cox, Chairman	USC Salkehatchie
Professor Steve Anderson	USC Sumter
Professor Bob Costello	USC Sumter
Professor Carla Curran	USC Beaufort
Professor Howard Kingkade	USC Lancaster
Professor Robert Landrum	USC Beaufort
Professor Lisa Rashley	USC Lancaster
Professor Eric Reisenhauer	USC Sumter
Professor Thomas Simpson	USC Union
Professor Julia Sloan	USC Salkehatchie
Professor Nancy Washington	USC Continuing Education

The committee first discussed the T&P workshop issue, debating whether or not it is this committee's responsibility to coordinate this endeavor and if we have the expertise to do so. Members agreed on the importance of the workshop, however, and certain individuals agreed to work in conjunction with the Office of the Vice Provost for Regional Campuses to ensure that the workshops are done. These members are to contact Associate Vice Provost Carolyn West to offer their assistance. It is hoped that members of the Faculty Welfare Committee will also be actively involved in this endeavor, as it is important to have the workshop set up and scheduled before the end of the spring 2002 semester. (See report of the Executive Committee for additional information.)

The committee also discussed the possibility of placing T&P workshop materials (handouts, guidelines, etc.) either in some sort of manual or on-line, so as to allow for easier access. Members of the committee have also volunteered to assist with this.

The committee then discussed possible changes to the T&P file structure, as there have been questions about where additional materials (e.g., committee ballots, letters from administrative reviewers, etc.) are to be placed in the file. The committee then approved the following motion:

That on page C-13 of the *Regional Campuses Faculty Manual*, under the point which illustrates arrangement of the file, an additional section be inserted and labeled as follows: “h) addenda (committee ballots, letters from administrators, etc.)”.

AND

That the subsequent paragraph be modified to read as follows: "...RCTP may be added to the file. *All such items are to be placed in section 'h) addenda' at the end of the candidate's file. Except for those items specified...*" (Italics signify addition to the present manual.)

The Committee then discussed its charge regarding *Manual* changes to establish a procedure for the termination of a tenured faculty member. The committee moves that Section 8 under "Additional Considerations" (pp. C-7 and C-8) be removed and replaced with the following:

TERMINATION OF TENURED FACULTY

CAUSES

Termination or dismissal of a tenured member of the faculty shall be only for cause. Cause shall mean one or more of the following:

5. Failure to perform the duties required for the position.
6. Bona fide reduction in staff.
7. Curtailment or discontinuance of a department or school.
8. Gross misconduct detrimental to the image of the University.

PROCEDURES

A. TERMINATION FOR FAILURE TO PERFORM DUTIES DUE TO INCOMPETENCE AND/OR HABITUAL NEGLIGENCE OF DUTY; TERMINATION FOR CONDUCT AS SPECIFIED IN 4 ABOVE.

1. Discussion with the president.

After it becomes evident to the president that termination may be desirable, there must be discussion between the faculty member and the president with the intent of arriving at a mutually agreed upon resolution.

2. Re-Assignment.

The president may assign the faculty member to new duties if the faculty member's continuance in normal duties threatens immediate harm to that faculty member or to others.

3. Regional Campuses Tenure & Promotion Committee Review.

If the president and the faculty member are unable to reach a resolution, the president shall inform the Regional Campuses Tenure & Promotion Committee of his or her desire to terminate a tenured member of the faculty. The president shall give this committee a statement of charges, framed with reasonable particularity, and the factual basis for these charges, also stated with reasonable particularity. The function of the committee shall be to determine whether the facts alleged, if true, would establish the charge and whether the charge is of such a nature as to warrant termination. The discussions, records, and recommendations of the committee shall remain confidential.

The committee shall inform in writing both the president and the faculty member of its recommendations and its reasons therefor. Should the president then wish to pursue

A committee of the faculty must participate with the administration in the decision that a condition of financial exigency exists or is imminent and that all feasible alternatives to termination of tenured appointments have been pursued. The committee must participate in the formulation of criteria for determining termination. Length of service may be appropriately included among the criteria. The committee itself or through appointing persons and/or groups as agents must participate in the decision as to which individuals shall be terminated.

A faculty member receiving notification of an intention to terminate because of financial exigency is entitled to a hearing before the Tenure Review Board as specified in Section A. The issues in this hearing may include:

- a. the existence and extent of the condition of financial exigency. The burden will rest with the President to prove the existence and extent of the condition;
- b. the validity of the educational judgments and criteria for determining termination;
- c. whether the criteria are being properly applied in the individual case

2. Termination Because of Reduction in Program or Instructional Unit.

The decision to discontinue or reduce a program or instructional unit will be based upon long-range judgments that the educational mission of the institution as a whole will be enhanced by the discontinuance in contrast to considerations which reflect cyclical or temporary conditions.

The decision to discontinue or reduce a program or instructional unit must be arrived at jointly by the President and the faculty committee as described in Section B.1.

Every effort must be made to place faculty members affected by discontinuance in another suitable position within the institution. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training will be proffered. Only if no position is available may a tenured member of the faculty be terminated for reasons of discontinuance.

A faculty member receiving notification of an intention to terminate because of discontinuance is entitled to a hearing before the Tenure Review Board as specified in Section A. 4 and 5.

A faculty member receiving notification of an intention to terminate because of discontinuance or reduction in program or instructional unit shall be given a year's notice.

3. In all cases of termination of appointment, the place of the faculty member concerned will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.

TENURE REVIEW BOARD

This board conducts hearings and rules on cases involving the dismissal of tenured faculty members for cause. The Regional Campuses Grievance Committee shall serve in this capacity.

termination proceedings he or she shall, by letter, inform the faculty member of the intention to terminate, including a precise statement of specific charges. The letter shall also inform the faculty member of the member's right to request a hearing on this decision by the Tenure Review Board. (See below)

If the faculty member takes no action within ten days of receipt of notification by the president, the president, without recourse to further proceedings, may send a written letter of termination.

4. Tenure Review Board Hearings.

If the faculty member desires a hearing by the Tenure Review Board, the member must so inform the board and the President in writing within ten days of receipt of notification by the president of the proposed termination.

Upon receipt of a written request for a hearing, the chair of the Tenure Review Board shall schedule a hearing no sooner than 20 days and no later than 60 days from the date of receipt. All parties must be given written notice as to time, date, and place.

The board may hold joint prehearings with the parties in order to simplify the issues, effect stipulations of facts, or for other appropriate objectives as will make the hearing fair, effective, and expeditious. At this stage, members of the board may disqualify themselves for bias or interest, and the parties involved may raise the question of disqualification.

The following standards and procedures shall apply in the conduct of the hearing:

- a. The hearing shall be closed.
- b. A verbatim record of the hearing or hearings will be taken and a copy made available to the faculty member on request and without cost.
- c. The burden of proof that adequate cause exists rests with the president and shall be satisfied only by clear and convincing evidence in the record, as established at the hearing, considered as a whole.
- d. The faculty member may choose an academic advisor and/or counsel to be present during the proceedings.
- e. The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence. The president will cooperate with the board in securing witnesses and making available documentary and other evidence.
- f. The board may grant adjournments to enable either party to investigate evidence to which a valid claim of surprise is made.
- g. The faculty member and advisor or counsel and the president or representative will have the right to confront and cross-examine all witnesses. Where the witnesses cannot or will not appear but the board determines that the interests of

justice require admission of their statements, the board will identify the witnesses, disclose statements, and, if possible, provide for interrogatories.

- h. The board will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
- i. The findings of fact and the decision of the board will be based solely on the hearing record.

If the Tenure Review Board concludes that adequate cause for termination has been established, it shall so inform the President and the faculty member.

If the board concludes that action short of termination would be more appropriate, it shall so inform the president and the faculty member, together with supporting reasons, and the termination proceedings shall stop at this point.

If the board concludes that adequate cause for termination has not been established, it shall so inform the president and the faculty member, together with supporting reasons, and the termination proceedings shall stop at this point.

5. Final Disposition and Appeals

Within ten days of receipt of the board's report, the president shall inform in writing the faculty member and the board of his or her decision together with supporting reasons. The president shall inform the faculty member of the right to appeal an adverse decision to the Academic Affairs Committee of the Board of Trustees, sitting in consultation with the Faculty Liaison Committee. If the faculty member takes no action within ten days of receipt of notification by the president, the president may send a letter of termination.

The decision by the Academic Affairs Committee is final within the university. If the committee's decision is to support the intention of the president, the president may then send formal notification of termination.

Nothing in the preceding paragraphs shall be applicable to faculty serving in a probationary period or to part-time faculty. A recommendation not to reappoint is made by the Dean of the University.

An individual being considered for tenure cannot be issued notice of non-reappointment by administrative action until the President has made a decision on tenure.

Faculty members who believe they have a grievable matter should consult Appendix III of this *Manual*.

B. TERMINATION BECAUSE OF BONA FIDE REDUCTION IN STAFF

1. Termination Because of Financial Exigency.

Financial exigency shall mean an imminent financial crisis which threatens the survival of the institution as a whole and which cannot be alleviated by less drastic measures than termination of tenured faculty members.

The Committee further moved that Appendix IV (p. F-10) of the *Manual* be removed, as the above change would make this section redundant.

In discussion of its charge to solicit information and feedback from the Regional T&P Committee, it was noted that this committee will meet next Friday (February 1) in Columbia, after which time we will complete this charge.

The committee then briefly discussed post-tenure review procedures on the various campuses. It quickly became evident that this is the source of some contention on certain campuses. The committee moved to continue its discussion at the next meeting and will present a report of its discussion and findings to the Senate.

Having no additional business to consider, the committee adjourned at 12:20 p.m.

Respectfully submitted,

M. Ron Cox, Jr., Ph.D.
Chairman

**USC Regional Campuses Faculty Senate
Meeting of January 25, 2002 (USC Sumter)**

Welfare Committee Report

by Roberto Refinetti, Chair

Members in attendance

Ellen Chamberlain, Beaufort (substitute for
Randy Cross)
Fran Perry, Lancaster
Noni Bohonak, Lancaster
Roberto Refinetti, Salkehatchie

Sal Macias, Sumter
Jean-Luc Grosso, Sumter
Linda Allman, Cont. Educ. (substitute for
Billy Cordray)
Bill Bowers, Salkehatchie

Activities

1) Annual Report of Faculty Salaries

Analysis of the salary data for faculty at the USC Regional Campuses provided by the payroll department revealed no major discrepancies among the five campuses. The small number of faculty in Continuing Education prevented the inclusion of this unit in the comparisons. A graph depicting the average salaries for instructors, assistant professors, associate professors, and professors in the five campuses is attached.

Analysis of salary data obtained from the published survey by the American Association of University Professors (*Academe*, March-April, 2001) indicated that faculty salaries at the regional campuses are considerably lower than at the Columbia campus, and that the difference is greater for higher academic ranks. While faculty salaries at the Columbia campus are almost identical to the national average for research universities, faculty salaries at the regional campuses seem to be slightly lower than the national average for two-year institutions. A graph depicting these findings is attached.

The committee will look further into the issue of salary discrepancies by analyzing faculty salaries at various institutions of higher education in South Carolina.

2) Evaluation of Student Evaluation Forms

Analysis of the forms currently used for student course evaluations revealed clear differences in contents and format among the five campuses. The committee felt that a common form would be desirable in order to provide uniformity in the evaluation of tenure and promotion files of faculty from different campuses as well as to correct deficiencies present in some of the current forms. The committee recommends the creation of a standard form for all the regional campuses. Campuses that so wish could use additional forms to obtain information not included in the standard form. The committee requests instructions from the Executive Committee on the proper administrative procedures involved in the creation of the standard course evaluation forms.

3) Assessment of faculty workload

Committee members collected information about faculty workload at their campuses before the meeting. At the meeting, concerns and suggestions were discussed. Further discussion will be conducted in the next faculty senate meeting.

Attachment 11

Regional Campuses Faculty Senate
System Affairs Report
25 January, 2002

The System Affairs Committee reported that according to their first charge, "**Study , discuss and recommend Senate action relative to faculty issues about distance learning,**" a list has been compiled and put forth for a sub-committee to study, discuss and recommend Senate action relative to faculty issues about distance education. It was reported to be in-the-works.

Relative to charge two, "**Monitor the progress of discussions and report information regarding the Palmetto College Study,**" Lori Harris of Lancaster, a member of the Palmetto College Study Group reported that the study has slowed down and there is nothing new to report.

Charge 3: "**Establish need, develop schedule and organize meetings between parent departments (Columbia) and Regional Campus counterparts.**" With respect to this charge the committee reported turning their attention to the need for and the desirability of meetings between parent departments in Columbia and Regional Campus counterparts. It was proposed that Columbia departments be asked to invite us annually to an extended department meeting. The Committee reported trying to figure out how Regional Campuses Faculty could impose on the Columbia departments without seeming to impose on them. Each Regional Campus discipline would submit specific items in advance so as to promote productive use of the time spent together. These items could include advising, teaching and research interests. The main objective would be to establish a positive rapport among the campuses and to open individual lines of communication. It was apparently pointed out by Todd Scarlett that face time is important. Details of the proposal will be discussed with Carolyn West. Professor Borycki suggested that because the Committee was so efficient and stayed on agenda, they had time left to catch up with developments on individual campuses and got to lunch first this time.

Report of the Executive Committee Regional Campuses Faculty Senate

January 18, 2002

The Executive Committee of the Regional Campuses Faculty Senate met at USC Columbia on January 18, 2002

Executive Committee members made reports of activities of their home campuses and of the standing committees of the senate.

There was a good deal of discussion about four-year initiatives at the Beaufort and Sumter campuses. Among interesting information was a report on the status of the Dean's Search at USC Lancaster and of the search for an Associate Dean of Academic Affairs at Salkehatchie.

Vice-Provost Plyler reported that the buzz in Columbia has concerned the SDI Report. With discussion among the Units focusing on how so much can be done so quickly. While Regional Campuses were not a focus of the SDI Committee, one recommendation was of concern to the unit, the suggestion that responsibility for the Evening Program be turned back to pertinent academic units. Vice-Provost Plyler believes that the present arrangement makes more sense and the office is preparing a response to this portion of the SDI Report. The Vice-Provost reported that the Legislature is still in debate over whether we will have a bond bill. If we do, then each of our campuses will be represented in the request. Lottery money is still being discussed and when money is available for scholarships, our campuses along with the Technical Colleges should be receiving \$40 mil.

In a meeting with the Provost and Don Greiner, the impact of pending initiatives for four-year status in Beaufort and Sumter on the Palmetto College Study were discussed. The conclusion was the study may slow a little but will not be suspended.

The Presidential Search is moving along but there is little for public distribution at this point.

Associate Vice-Provost West reported she thought the SDI process demanding but worthwhile. Basically the operating principle was that colleges must "earn" their budgets through enrollment and that the few colleges necessary to the mission of the University who may not be capable of earning their keep would be supported by a tax on the other units. The Associate Vice-Provost also announced that there is a little money to support the faculty development and research previously supported through the Provost's Grant. Faculty members who applied in the past and were not funded should be encouraged to revise and resubmit their proposals.

.Standing Committees of the Senate provided the following reports:

The Rights and Responsibilities Committee will continue to work on the following items:

1. Procedures for the termination of a tenured faculty member.
2. Committee members are soliciting feedback on campus post tenure review procedures.
3. Committee will solicit feedback from the RCTP Committee on the P&T Process.

The System Affairs Committee:

1. will continue to monitor the Palmetto College Study
2. plan to discuss the Beaufort/Sumter four-year initiatives.
3. will continue to discuss and evaluate faculty issues relative to distance education.

The Welfare Committee reported that it is still working on:

1. common student evaluation form

2. evaluation of faculty work loads
3. annual salary report, including a comparison with national averages

The Chair, Wayne Chilcote, announced that Senator Phil Leventis would speak to the body at the January 25 meeting in Sumter.

The Committee discussed the formation and operation of the Nominating Committee which is to function at the January meeting.

.....

During the January 25, 2002 morning meeting , the Executive Committee discussed two issues:

1. Following a discussion of recent and historical problems governing election to and progression on the Executive Committee, the Committee determined that it would draft a proposal to be submitted to the Rights and Responsibilities Committee for its review at the March Senate Meeting. Of specific concern was campus rotation and the need for tenured faculty in positions of the Chair and Chair Elect.
2. *The Executive Committee also reviewed the question of which standing committee of the Senate should be responsible for oversight of creation and operation of an annual T&P Workshop. The Committee continues to believe that the Faculty Welfare Committee is the most logical committee to coordinate this effort.
 - * This suggestion was rendered non-pertinent by the foregoing action of the Rights and Responsibilities Committee

Respectfully submitted,
John Logue

Attachment 13

Faculty Welfare Committee Report to Regional Campus Faculty Senate, January 25, 2002 November 14, 2001

Professor Peter Graham addressed the Faculty Senate on October 3, 2001 concerning facility maintenance issues.

Committee members explored issues concerning health care benefits for faculty, including the difficulty of recruiting and retaining faculty with Columbia campus Human Resources officials: Jeff Cargile, Director of Programs and Services; Ida Fogle, Benefits Manager and Jane Jameson, Vice President for Human Services. The Committee Chair, Dan Sabia, asked them to investigate two issues: 1) a comparison of state budget allocations made for health benefits 2) a comparison of the portion of state versus employee-paid costs of insurance premiums.

The TERI program was discussed, including the possibility that it might be discontinued. The annual leave pay out was a drain on state agency budgets.

Robert Wilcox, Chair of the Columbia Faculty Senate, asked the Committee to support the Student Senate's resolution that the anti-discrimination policy be changed to include sexual orientation. The Committee agreed to recommend that the Columbia Faculty Senate reaffirm its desire to see the University policy on anti-discrimination include sexual orientation, and that this reaffirmation be communicated to the Board of Trustees in time for the December, 2001 meeting. The Committee Chair, Dr. Sabia, agreed to write a motion to be sent to the December Faculty Senate meeting.

December 12, 2001

The Committee's resolution sent to the Faculty Senate, reaffirming that the university policy on anti-discrimination include sexual orientation, was passed by the Faculty Senate at its December meeting.

The Committee accepted a charge from Robert Wilcox, Chair of Columbia Faculty Senate, to determine whether the University followed established disciplinary policies and procedures in a recent court case.

Professor Graham presented a draft letter questioning whether USC faculty will receive a salary increase since Clemson University faculty will. The Chair will review the letter and send to the Provost.

January 23, 2002

Terry Parham, General Counsel, and Bobby Gist, Executive Assistant to the President for Equal Opportunity Programs, met with the committee to discuss the University's Sexual Harassment policy and the University's Equal Opportunity Programs policy. Parham will share results of a study of these policies and procedures undertaken by a Columbia Law Office. Several areas of the present policies' weaknesses were discussed. These policies will be rewritten into less legalistic language; the timelines and process available to involved parties will be clarified.

Respectfully submitted by Linda K. Allman
Representative to Columbia Faculty Welfare Committee.

Attachment 14

TO: Regional Campuses Faculty Senate

FROM: Ellen Chamberlain, RCFS Representative,
Academic Affairs and Faculty Liaison Committee, USC Board of Trustees

SUBJECT: Meeting of Friday, November 16, 2001

DATE: Wednesday, December 05, 2001

Because of a limited agenda, the Academic Affairs and Faculty Liaison Committee of the USC Board of Trustees met via a telephone conference connection on Friday, November 16, 2001. The Committee began in executive session to discuss honorary degree nominations, honorary faculty titles, and midyear tenure and promotion recommendations.

In open session, the Committee approved a departmental name change within the Moore School of Business. The proposal consisted of changing the title of the Center for Real Estate and Urban Economic Studies to the Center for Applied Real Estate Education Research.

End of report.

Attachment 15

Report of the Provost's Academic Advisory Council.

Wayne Chilcote

The Provost's Academic Advisory Council met in Columbia on November 9, 2001. Following campus reports, these items were discussed.

1. An issue in regard to the age requirement for a student interring the BAIS program was reported. Student is being advised that they must be at least 25 years old to inter the program. The issue is whether or not a student who meets all other requirements for the BAIS program can be discouraged from applying solely because he or she is not 25 years of age or older. Provost Odom will inquire into the matter.

2. It was reported that science data bases available at some campuses are available to all campuses. Provost Odom will review the matter and advise us of its status.

3. The Foreign Language department in Columbia recently required a regional campus student transferring to Columbia to take a proficiency exam before being admitted to upper division language classes. The student had taken the courses required to proceed to upper division courses at the regional campus. Requiring this proficiency exam seems contrary to the fact that regional campus courses are equivalent to the same numbered courses in Columbia. Vice-Provost Greiner will inquire into the matter.

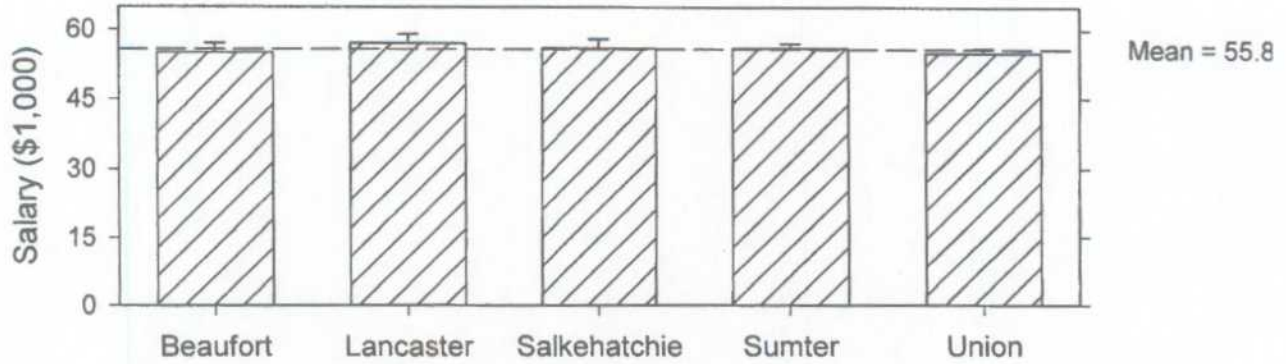
4. Both the Palmetto College and the status of the SDI deliberations were discussed. The Senate was advised of the status of these issues in other reports given at the January 25th meeting and need not be revisited here.

The next meeting of the Advisory Council is in Columbia on March 15.

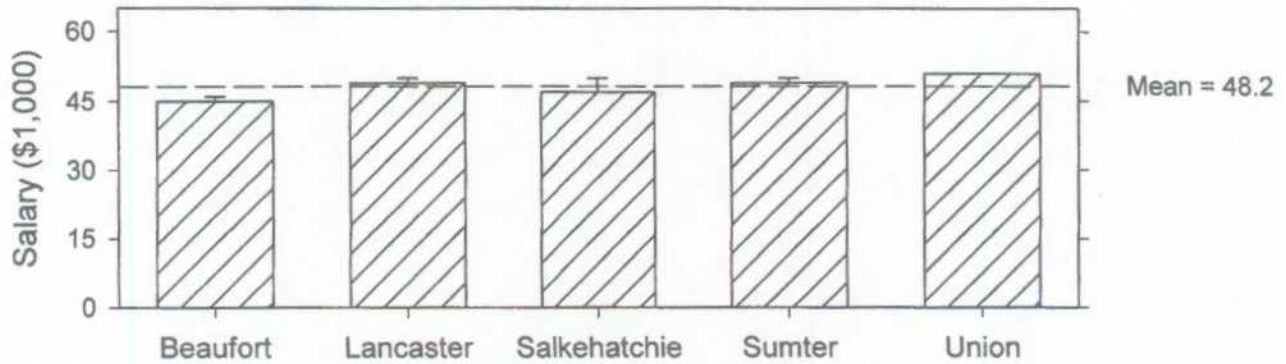
Nine-month Salaries for FY 2001-2002

(When only salary range was reported, the upper boundary was used. Thus, figures shown may be higher than actual figures.)

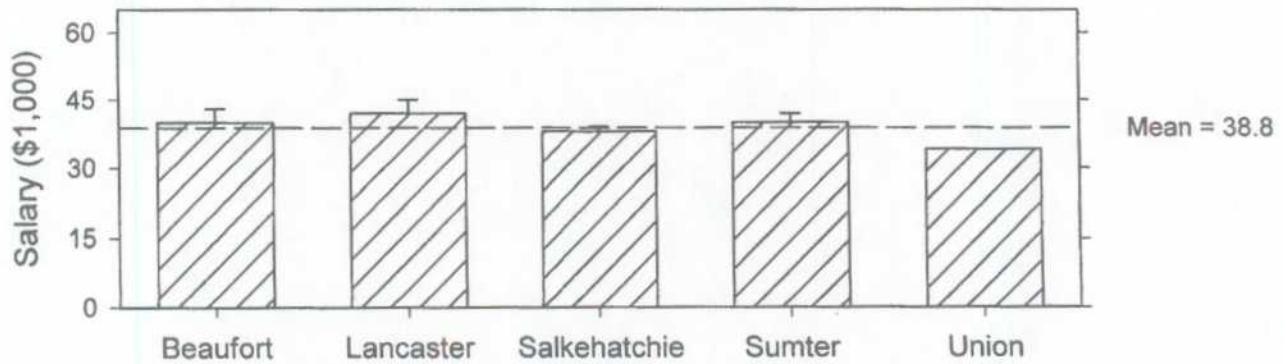
Professor



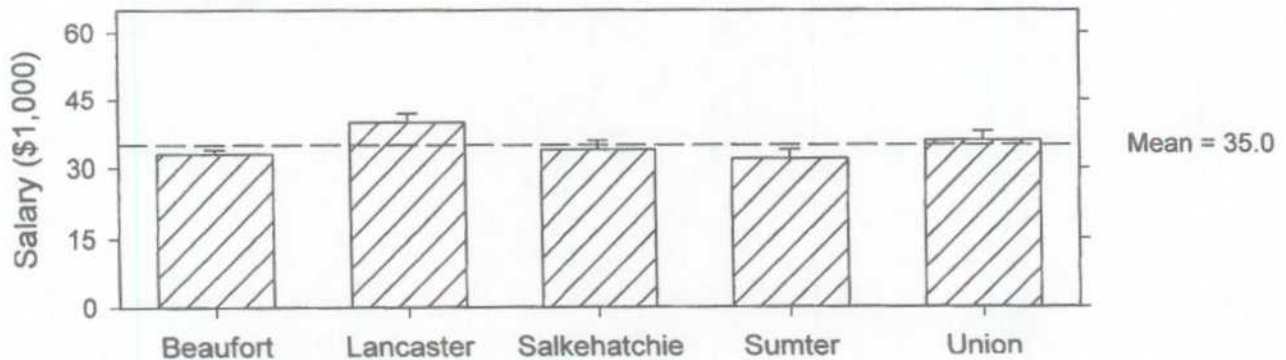
Associate Professor



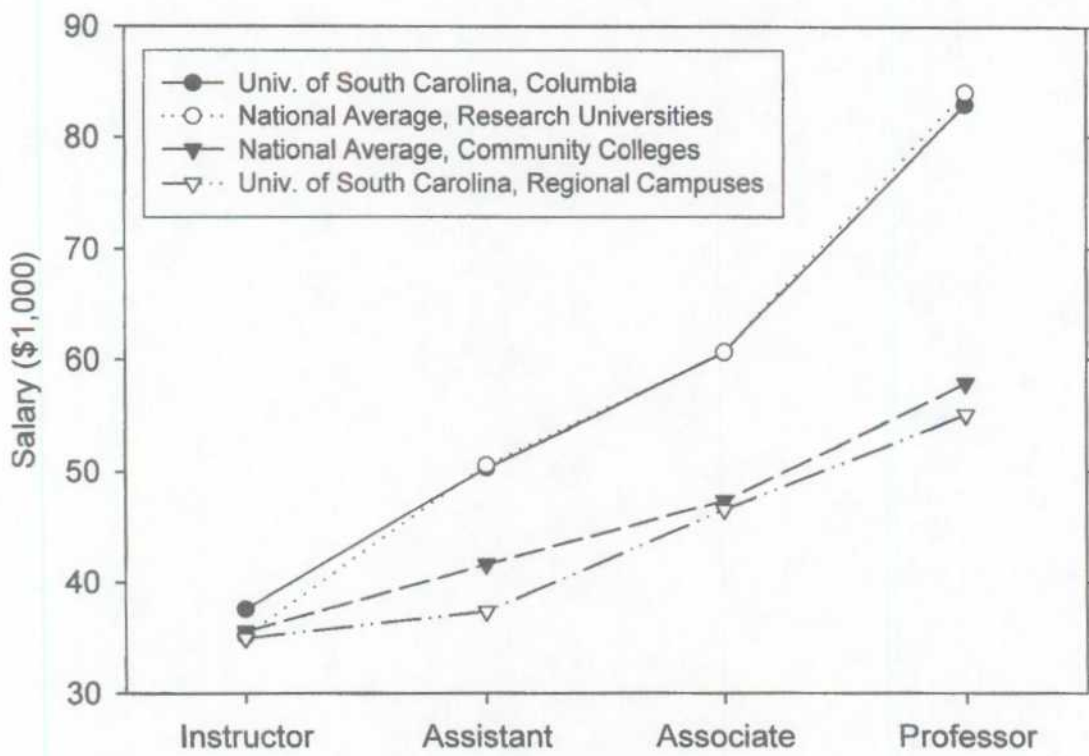
Assistant Professor



Instructor



Faculty Salaries, Year 2001



Data from American Association of University Professors (*Academe*, March-April 2001)